

Assiniboine College

2024 Compensation of \$85,000 or More

Public Sector Compensation Disclosure Act (Bill 57)

For the Year Ended December 31, 2024



Tel: 204 727 0671
Fax: 1 833 888 1678
Toll Free: 800 775 3328
www.bdo.ca

BDO Canada LLP
148 - 10th Street
Brandon MB R7A 4E6 Canada

Independent Auditor's Report

To the Board of Directors of Assiniboine College

Opinion

We have audited the Schedule of Compensation (the Schedule) of Assiniboine College (the Entity) for the year ended December 31, 2024 and a summary of significant accounting policies.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the Act).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Entity to meet the reporting requirements of the Act referred to above. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:



- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO Canada LLP

Chartered Professional Accountants

Brandon, Manitoba

April 22, 2025

Note 1 - Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the entity shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites. The amounts meeting the requirement for disclosure are listed below.

- | | |
|--|-------|
| a) Chairperson of the Board of Directors (over \$85,000) | \$Nil |
| b) Aggregate compensation of all Board Members | \$Nil |
| c) Compensation of Officers and Employees over \$85,000 | |

Assiniboine College

Bill 57 Compensation January to December 2024

The compensation paid to the following employees include salaries and allowances, overtime payments, retirement and severance payments, lump sum payments and vacation payouts.
Taxable benefits and bursaries are also included.

Name	Position	Compensation
Adriaansen, Danielle	VP Enrolment	176,063.19
Akor, Petrina	Instructor, Business Programs	97,895.18
Alders, Ken	Instructor, Power Engineering	95,609.20
Andrews, Lynn	Student Accessibility Coordinator	97,740.52
Andries, Jason	Education Technology Specialist	87,524.14
Atamanchuk, Trevor	Instructor, Culinary	95,020.57
Ayirebi, Shirley	Chairperson, Health WPG	126,517.93
Baker, Richard	Instructor, Math & Science	95,388.06
Bauman, Craig	IT Service Desk and Project Coordinator	95,075.37
Belhumeur, Ashley	Instructor, PN Parkland	94,475.63
Bispham, Jacklin	Instructor, PN-Wpg	104,675.97
Bootsman, Colleen	Instructor, Business-Split	97,670.57
Brandson, Merryn	Instructor, Chca - Parkland	91,464.27
Brichon, Shannon	Chief Financial Officer	153,635.86
Brooks, Taylor	Instructor, Plumbing	88,388.05
Brotherston, Robert	Instructor, NAT/CET/Civil Tech	88,930.14
Bryant, Cheryl	Instructor, Business-Split	90,643.69
Budiwski, Chris	Chairperson, Ag & Enviro	124,949.61
Burgess, Terrence	Dean, Business	156,408.68
Burt, Patti-Jo	Instructor, Business-Split	97,745.16
Calcut, Tanis	Instructor, PN - Bdn	96,226.25
Cameron, Michael	Dean, Community Development	157,691.11
Camet, Lindsay	Instructor, PN-Wpg	96,418.52
Campbell, Keith	Instructor, Electrical	92,731.53
Cardwell, Ryan	Chairperson, ECE	126,228.37
Carey, Lloyd	Chairperson, Trades - Mechanical	127,189.06
Castle, Warren	Manager, Information Technology & Services (ITS)	98,604.49
Catagas, Lyall	HR Advisor	112,642.89
Chartrand, Laura	Instructor, Parkland	95,020.56
Chiupka, Nancy	Instructor, ACCAC	94,803.32
Church, Joshua	Instructor, Carpentry	95,021.09
Ciplef, Lynn	Program Review Specialist	97,081.97
Ciplef, Martin	Instructor, Communications Engineering Technology	95,021.08
Cobb-Adair, Jodee	Associate Dean, School of Nursing	132,543.90
Cote, Jordan	Instructor, NAT	87,987.14
Coulombe, Maxine	Instructor Practical Nursing	95,565.30

Name	Position	Compensation
Cowling, Warren	Instructor, Ag/Heavy Duty	92,979.77
Cox, Brian	Chair, Early Learning & Educa	115,209.59
Cox, Erin	Instructor, IMA	90,896.57
Cummings, Brandy	Instructor, PN	100,109.09
Dafoe, Diana	Instructor, ACCAC	94,875.73
Danielson, Tracy	Instructor, PN - Bdn	95,727.32
Day, Nikolene	Instructor, Business	97,820.02
Day, Warren	Instructor, Business	97,895.05
De Pauw, Jane	Coordinator, Applied Research	90,282.51
Deang, Christian	Instructor, PN Wpg	95,065.42
Degraeve, James	Acting Status, Dean of Trades	125,623.48
Demers, Sharon	Instructor, PN-WPG	137,420.45
Denbow, Karissa	Instructor, Office	97,670.58
Desjarlais, Kristopher	Director, Indigenous Ed	105,873.67
Divakaran, Adarsh	Director, Facilities	134,818.29
Dodds, Brad	Project Manager	136,792.47
Doerksen, Amy	Director, Integrated Planning	142,146.31
Elliott, Jeffrey	Instructor, Power Engineering	89,118.68
Ellis, James	Instructor, Ag/Land & Water	94,803.33
Enns, Paul	Instructor, CHCA - Split	99,107.94
Enns-Stinson, Wendy	Instructor, Civil	94,948.23
Ewatski, Jack	Chairperson, Public Safety	126,626.54
Falconer, Angela	Chair, Health - RR & Portage	119,855.29
Fardoe, Adam	Instructor, Welding	95,020.95
Fast, Lloyd	Instructor Assiniboine International	94,803.30
Fitzgerald, Ashley	Instructor, PN Portage	85,837.57
Fleury, Chad	Instructor, Plumbing	91,966.08
Ford, Derek	Instructor, IMA	95,020.50
Frape, Valerie	Instructor, Social Service Worker	88,325.22
Frison, Mark	President & CEO	322,668.49
Fry, Ashley	Instructor, Communications	92,936.93
Fulford, Kelly	Instructor, Welding	94,875.74
Gardner, Ryan	Inst, Business-Parkland	87,940.77
Geseron, Travis	Chief Information Officer	127,741.44
Gibson Smith, Carla	Instructor, Social Service Worker	99,381.56
Giesbrecht, Sheila	Special Advisor, Curriculum	173,932.31
Girouard, Nicholas	Instructor, Ag/John Deere	94,803.18
Gonzalez, Maria	Instructor, IMA	90,329.55
Gordon, Kenneth	Instructor, NAT	86,633.35
Griffiths, George	Instructor, Carpentry	94,875.74
Grift, Monica	Manager, Finance & Budgets	128,190.41
Gudbranson, Clayton	Instructor, Electrical	95,021.11
Habok, Melissa	Instructor, Technology	87,610.06
Hack, Brad	Manager, Comm Development	100,303.72

Name	Position	Compensation
Hack, Meghan	Instructor, Business	92,683.85
Hamilton, Devin	System Administrator	98,505.41
Hargreaves, Karen	Dean, Health & Human	156,383.22
Hengen, Mitchell	Faculty Development Coach	94,803.29
Hills, Steven	Instructor, GIS, Ag & Land/Water	95,020.52
Hiscock, Kelly	Instructor, Ag & Heavy Duty	95,021.01
Hood, James	Instructor, Ag & Enviro	97,745.19
Hore, John	Dean, Russ Edwards Ag&En	174,912.52
Hunt, Susan	Instructor, Ece	99,666.32
Ijeomah, Onyinye	Instructor, PN - Bdn	93,613.86
Jenkins, Trevor	Instructor, Carpentry	96,788.22
Jensen, Crystal	Instructor, PN - Bdn	95,830.31
Johnson, Dean	Instructor, NAT	94,803.32
Johnson, Lorraine	Chair, Business Development	121,554.23
Johnson, Wayne	Instructor, Carpentry	101,269.73
Johnston, Joanne	Instructor, Culinary-MICA	95,020.96
Jones, Garry	Instructor, Electrical	95,020.55
Joyce, Kirk	Curriculum Coordinator	100,874.05
Jubenville, Norman	Instructor, Ag/Heavy Duty	94,803.20
Kernaghan, Murray	Instructor, Business	95,020.39
Kinley, Sandi	Instructor, Business	94,803.29
Kyle, David	Instructor, Electrical	95,020.56
Little, Cheryl	Instructor, Business	92,795.33
Little, Richard	Instructor, Business	97,670.57
Liu, Chen Yu	Instructor, Business	100,596.00
Lockhart, Laura	Instructor, Heavy Duty	94,948.29
Malcolm, Patricia	Instructor, Ag & Land/Water	97,745.17
Malyon, Mark	Instructor, Automotive	94,948.25
Mansoff, Della	Chairperson, CHCA	125,136.26
Maxwell, Lance	Instructor, ADLN Parkland	94,803.29
May, Matthew	Chair, Early Learning & Education	98,476.22
McCauley, Beverley	Instructor CHCA International	87,718.60
McDonald, Kyle	Instructor, Ag & Heavy Duty	95,021.02
McNabb, Anya	Director, Communications & Marketing	108,021.52
Mebs, Pamela	Instructor, CHCA - Split	95,021.09
Merrett, Diane	Instructor, Office Programs	95,021.04
Miller Gylywoychuk, Cara	Instructor, PN Wpg	96,628.34
Mills, Tara	Instructor, ECE	87,797.67
Milne, Geoff	Chairperson, Business	130,085.71
Montgomery, Vance	Instructor, Automotive	92,215.94
Morehouse, Pamela	Instructor, Office Admin	95,020.52
Muller, Julie	Director, Human Resources	161,305.94
Munn, Caitlin	Quality Assurance Specialist	97,745.26
Murphy, Wendy	Distance Instructor ECE	100,171.83

Name	Position	Compensation
Murray, Kealy	Instructor, PN Portage	106,795.72
Mweemba, Akapelwa	Instructor, ACCAC	105,543.42
Nadolny, Jonathan	Instructor, ADLN Parkland	93,942.33
Newman, David	Instructor, Electrical	95,020.55
Nickel, Timothy	Instructor, Electrical	95,020.45
Nicol, Grant	Instructor, Communications Engineering Technology	95,020.96
Nicolas, Suzanne	Dean, School of Nursing	164,081.61
Nylen, Dean	Instructor, Electrical	94,803.25
O'Gilvie, Karen	Chairperson MICA Field to fork	124,825.49
Oliver, Murray	Instructor, IMA	97,869.84
Olson, Ollie	Instructor, Ag/Heavy Duty	100,461.94
Oshoneye, Jacobs	Instructor, Business	100,750.16
Osioway, Dawnett	Instructor, Berens River	89,650.26
Oxby, Richard	Instructor, Communications Engineering Technology	94,824.31
Park, Lisa	Instructor, Business	97,670.57
Parker, Glen	Advancement Officer-Major Gifts	108,319.99
Pascal, Jason	Instructor, Welding	95,020.54
Patel, Hardik	System Administrator	87,638.66
Pattle, Jeffrey	Instructor, Welding	94,948.37
Pearce, Tara	Registrar	126,902.49
Pearen, Angela	Coordinator, Ag Extention	100,842.98
Perera, Dayan	Instructor, ECE Qualification Recognition	103,150.89
Poirier, Kevin	Dean, Trades	158,811.76
Price, James	Instructor, Social Service Worker	97,895.21
Prouse, Sheryl	Senior Advisor Student Affairs	147,730.32
Proven, Beth	Major Gifts, Advancement Officer	103,992.90
Quiring, Yolanda	Instructor Adult Collegiate Eal	94,875.74
Rainville, Kristopher	Instructor Plumbing	95,020.52
Ramsey, Terry	LAN Administrator	113,732.11
Rao, Sajjad	Inst/Researcher, Sus & Hort	100,519.15
Rexe, Deanna	VP Academic	194,164.09
Rexe, Hillary	Educational Developer	90,374.22
Roberts, Pamela	HR Advisor/Respectful College Coordinator	99,660.34
Robertson, Brandy	Instructor, Business/Office	86,395.45
Robinson, James	Instructor, Heavy Duty	95,021.08
Rodger, Jody	Instructor, PN - Bdn	94,286.69
Rogers, Kevin	Chairperson, Prairie Innovation Centre	124,101.60
Schenkeveld, Linda	Instructor, PN-Wpg	94,137.70
Schroeder, Cynthia	Instructor, ECE-Parkland	94,803.32
Scott, Richard	Program Coordinator, Safety Office Programs	89,711.66
Selby, Erin	Director Regulatory Affairs	151,537.20
Sherris, Greg	Instructor, IMA	95,021.14
Simmons, James	Director, Capital Projects	155,325.70
Simpson, Trevor	Faculty Development Coach	91,287.35

Name	Position	Compensation
Singh, Baljeet	Instructor, Ag	100,519.28
Singh, Poonam	Inst/Researcher, Sus & Hort	100,750.17
Sobering, Melanie	Continuing Education Coordinator, Nursing	97,927.96
Sodek, Katharine	Instructor PN Brndn	100,519.32
Sorenson-Voigt, Cheryl	Instructor PN Parkland	96,917.34
Sowiak, Wes	Instructor, Welding	95,021.29
Sproule, Jana	Chairperson, Media & Office Tech	126,228.37
Stewart, Carol	Director, Parkland Campus	116,358.35
Strahl, Andrew	Instructor, NAT	94,875.64
Street, Graham	Instructor, Tech	97,745.22
Taggart, David	Manager, Health & Safety and Building Operations	93,910.23
Tataryn, John	Instructor, Business	94,812.92
Taylor, Sean	Instructor, Tech-Split	94,803.30
Tichit, Danielle	Instructor, Ag/Sustainable Food Systems	95,020.53
Turner, Derrick	VP Advancement	166,116.06
Tymchuk, Wayne	Instructor, Business	97,607.65
Vandenberghe, Kent	Senior Programmer Analyst	87,998.92
Wali, Usman	Instructor, PN-Wpg	97,670.62
Ward, Susan	Instructor, Social Service Worker	95,020.52
Wareham, Kevin	Instructor Heavy Duty & Ag	89,837.17
Wasko, Jennifer	Instructor, Horticulture	97,895.14
Way, Deanna	Instructor, ECE	94,803.30
Wiebe, Monica	Instructor, PN Portage	94,215.08
Wilson, Andrew	Instructor, GIS	94,803.29
Wilson, Pamela	Inst. GIS, Ag & Land/Water	94,803.36
Xu, Hui	Manager, I-AIM	109,902.39
Zaburdyayev, Larisa	Instructor, PN Wpg	85,881.73
Zalluski, Kyle	Instructor, Hospitality	95,021.05
Zehtab-Jadid, Vanessa	Chairperson, Practical Nursing	97,287.30
Zepeda Hasbun, Carlos	Instructor, Food Processing	93,393.14